



## England Squash Safeguarding and Protecting Young People in Squash Policy

<b>Applicable to:</b>	England Squash Staff and Volunteers in Squash in England
<b>Date of Origination:</b>	April 2007
<b>Effective From:</b>	August 2007
<b>Lead Officer:</b>	Director of Development and Competition
<b>Status:</b>	Live
<b>Approved by the Board of Directors on:</b> 27 July 2007	
<b>For Review (Annually):</b>	August 2010

## **England Squash Safeguarding and Protecting Young People in Squash**

### **Rationale**

England Squash is committed to creating and maintaining the safest possible environment for children and young people to participate in squash<sup>1</sup> and racketball and recognises its responsibility to safeguard their welfare by protecting them from poor practice, abuse or bullying. England Squash believe that the welfare of children and young people is everyone's responsibility.

The policy and procedures of England Squash apply to everyone, whether in a paid or voluntary capacity, including coaches, volunteers and officials in clubs and counties, markers and referees, helpers on club and county trips and medical staff. Everyone has a responsibility. (SRA Bye Law)

### **Principles**

- Anyone under the age of 18 will be considered a child or young person in relation to Safeguarding and Protecting Young People<sup>2</sup> in Squash Policy and Procedures
- The welfare of the child or young person is the first consideration
- All children and young people, regardless of age, ability, gender, ethnic origin, religious belief, race or sexual identity have a right to protection from abuse
- The rights, dignity and worth of all young people should always be respected
- All staff and members of England Squash have a responsibility and failure to comply may lead to disciplinary action
- All concerns will be taken seriously and managed accordingly within the Safeguarding and Protecting Young People in Squash Policies and Procedures
- All allegations will be taken seriously and responded to quickly and fairly in line with England Squash Policy and Procedures
- It is the responsibility of safeguarding and child protection experts to determine whether or not abuse has taken place but it is everyone's responsibility in Squash to act appropriately and report concerns
- England Squash recognises the role and responsibilities of the statutory agencies safeguarding children and young people and is committed to complying with the procedures of the Local Safeguarding Children Boards<sup>3</sup>
- Working in partnership with parents and carers is essential for the safeguarding and protection of young people
- Confidentiality should be upheld in line with legislation and government guidance

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<sup>1</sup> Squash will mean squash and racketball throughout all Safeguarding and Protecting Young People in Squash policies, procedures and documentation

<sup>2</sup> Young People will mean children and young people throughout all Safeguarding and Protecting Young People in Squash policies, procedures and documentation

<sup>3</sup> Local Safeguarding Children's Boards are the key statutory mechanism for agreeing how the relevant organisations in each local area will co-operate to safeguard and promote the welfare of children in the locality. The core membership of LSCBs is set out in the Children Act 2004, and includes local authorities, health bodies, the police and others. The objective of LSCBs is to coordinate and to ensure the effectiveness of their member agencies in safeguarding and promoting the welfare of children

## **Government Guidance and Legislation**

The England Squash Safeguarding Policy and Procedures are based upon principles contained within U.K. and international legislation and government guidance. This section gives an overview of relevant legislation and guidance. England Squash has a legal and moral obligation and responsibility to contribute to making Squash a safe and child-friendly sport, our policies and procedures take into account the following:

- Every Child Matters 2003
- The Children Acts 1989 and 2004
- The Protection of Children Act 1999
- The Police Act 1997
- The Criminal Justice and Court Services Act 2000
- The Data Protection Act 1998
- "Caring for the young and vulnerable" - Home Office guidance for preventing the abuse of trust 1999
- The 'What to do if you are worried a child is being abused' - 2006
- Working Together to Safeguard Children - 2006
- The UN Convention on the Rights of the Child - 1990
- The Human Rights Act 1998
- The Safeguarding Vulnerable Adults Act 2006

## **Responsibilities**

*England Squash will:*

- Appoint a designated person to manage Safeguarding and Child Protection
- Produce Safeguarding and Protecting Young People in squash policies, procedures and guidelines
- Support counties and clubs to adopt and implement England Squash Safeguarding and Protecting Young People in Squash Policies, Procedures and Guidelines through training and ongoing development
- Respond to all allegations and concerns and implement the appropriate disciplinary and appeals procedures when necessary
- Work in partnership with the statutory agencies as required
- Provide access to the CRB service for members and staff to be checked
- Monitor policy and procedures on a regular basis and review fully on a three year cycle, unless:
  - There is a major change in legislation and government guidance
  - There is major changes in governance of the sport
  - There is a procedural review as a result of a major case

*Counties and Clubs will:*

- Adhere to England Squash Safeguarding and Protecting Young People in Squash Policy, Procedures and Guidelines (SRA Bye Law)
- Take responsibility for safeguarding children within their county/club
- Include the England Squash Safeguarding and Protecting young people in Squash Policy Statement in their rules and regulations
- Appoint a Child Officer and ensure they are appropriately recruited, inducted, supported and CRB checked
- Access training to ensure that all members know their responsibility in relation to safeguarding young people in squash

## **Recruitment**

England Squash is working towards full implementation of its recruitment and selection policy for staff and volunteers.

The policy covers the following main areas:

- Advertising
- Application
- Screening and Checking
- Interview
- Induction
- Training
- Monitoring

Further details of the policy and guidelines will be updated and available through the England Squash website.

### **Criminal Records Bureau (CRB)**

CRB checks are one element of the recruitment and selection policy.

England Squash have established a Criminal Records Bureau Unit, known as The ES CRB Unit.

All adults who have regular contact with young people must complete a CRB Enhanced Disclosure. If an enhanced disclosure has not been completed and cleared, adults working with young people must be supervised at all times whilst the county/club waits for the outcome of the disclosure. Adults requiring a check include:

- All deployed members of the workforce
- Coaches
- Junior Organisers
- Team Managers
- Parents taking children and young people to and from matches
- Junior Committee Members
- Club/County Welfare Officers
- Referees
- Professional Staff
- Support staff including physiotherapists, fitness staff or doctors
- Adults supporting at any event
- Squash volunteers/committee members/officials of clubs

CRB checks must be conducted through England Squash CRB Unit, who have jurisdiction to manage any matter arising from a disclosure.

### **Portability**

Due to the restrictions and limitations on access to Disclosure information, England Squash will not accept any checks that have been carried out other than those by the ES CRB Unit.

- *If the ES CRB Unit has not completed the checking process itself, we cannot be certain of the outcomes of the checks or any decision made about them. There may have been errors in the identity checking or additional information that has not been dealt with properly. As the governing body we have a unique responsibility and are not in a position to take risks in this vital area of work.*

### **Whistle-blowing**

England Squash has a separate policy on whistle-blowing and can be found along with all other related policies and procedures on the England Squash website.

Whistle-blowing is an early warning system. It is about revealing and raising concerns over misconduct or malpractice within an organisation or within an independent structure associated with it.

If there is a concern with regard to the behaviour of an adult towards a young person or young person to young person, it is important that you share your concerns with the England Squash Director of Development and Competitions.

All information received and discussed will be treated in confidence and only shared with those individuals who will be able to manage and resolve the situation. On occasion it may be necessary to seek advice, or inform the statutory agencies e.g. The Police or Children's Service Authority.

### **Positions of Trust**

All adults who work with children/young people are in a position of trust that has been invested in them by the parents, the sport and the child/young person. This relationship can be described as one in which the adult is in a position of power and influence by virtue of their position.

Sexual intercourse or touching by an adult with a child under the age of 16 years is unlawful, even where there is apparent consent from the child. A consensual sexual relationship between an adult in a position of trust within the Squash setting and a child over 16 years of age is contrary to the Policy and Procedures for Safeguarding and Protecting Young People in Squash.

In the sport of Squash most adults in a position of trust recognise that there are certain boundaries between the coach/official/volunteer and the player which must not be crossed in terms of the relationship with the young player. The relationship, in essence, is no different to that between a teacher and the young people in their care, in relation to the abuse of trust.

Adults must not encourage a physical or emotionally dependant relationship to develop between the person in a position of trust and the young person in their care.

All those within the organisation have a duty to raise concerns about the behaviour of coaches, umpires, volunteers, administrators and professional staff which may be harmful to the child/children, young people in their care, without prejudice to their own position.

### **Implementation**

The implementation of this policy is mandatory and will be supported by an appropriate time-phased Implementation Plan to ensure compliance and effective delivery.

### **Further Information**

This Safeguarding and Protecting Young People in Squash Policy gives an overview of both England Squash's and its members approach and responsibility to safeguarding children.

For more information and guidance please visit the England Squash website at [www.englishsquash.com](http://www.englishsquash.com) or contact England squash on Tel: 0161 231 4499, Fax: 0161 231 4231, Email: [enquiries@englishsquash.com](mailto:enquiries@englishsquash.com)